



23 October 2020

Jason Cavanagh
Director
Cavi Developments and Partners Pty Ltd
Unit 5/12-16 Mangrove Place
TAREN POINT NSW 2229

Dear Jason

Re: EPBC compliance progress report for 101 Crest Road, Albion Park
Project no. 33946

Biosis Pty Ltd was commissioned by Cavi Developments and Partners Pty Ltd (Cavi) to complete a compliance progress report associated with a low density residential 72 lot subdivision, including one environmental lot with dwelling provision, of Lot 101 DP1238120 Crest Road in Albion Park New South Wales (NSW) (the study area) under development application (DA) consent DA0040-2016 (the project) (DEE 2019). The project refers to the referral boundary within the study area (Appendix 1 Figure 1), in line with the EPBC Referral of proposed action (Biosis 2019a, Biosis 2019b).

The vegetation within the study area consists of one Threatened Ecological Community (TEC) (Tozer et al. 2010), *Illawarra Lowlands Grassy Woodlands of the Sydney Basin Bioregion*, listed as Endangered under the NSW Biodiversity Conservation Act 2016 (BC Act) and *Illawarra and south coast lowland forest and woodland ecological community*, listed as a Critically Endangered under the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act). The EPBC Act applies to developments and associated activities that have the potential to significantly impact on Matters of National Environmental Significance (NES) protected under the Act. Clearance and modification of the TEC requires offset obligations as stated in condition 8 of the DA consent (Shellharbour City Council 2019). EPBC Act approval by the Department of the former Environment and Energy, currently known as Department of Agriculture, Water and Environment (DAWE), was granted to the former consent holder, Spinitu Pty Ltd on 20 December 2019 for the project (EPBC 2017/8048).

Biosis understands that Cavi purchased the consent from Spinitu Pty Ltd (Spinitu) on 18 May 2020. The sale included biodiversity conditions outlined in EPBC 2017/8048 (DEE 2019). Cavi are required to transfer the approval obligations from Spinitu via a deed of agreement by both parties, with this report supporting the transfer.

Description of activities

We refer to EPBC 2017/8048, as the project 'Residential Subdivision, Crest Road, Albion Park, NSW', with the approved action 'residential subdivision of Lot 101 DP1238120 and ancillary infrastructure on Lot 3 DP 1214606, Crest Road, Albion Park, NSW'.

The current approval holder is Spinitu Pty Ltd (77 003 361 573). This compliance progress report has been prepared for Cavi for the period 20 December 2019 to 23 October 2020.

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In line with communications from DAWE titled *Potential contraventions of the Environment Protection and Biodiversity Conservation Act 1999* on 11 August 2020 and 9 September 2020, DAWE are seeking information relating to two items, with Biosis' responses outlined below in Table 1.

Table 1 **Items that require addressing under *Potential contraventions of the Environment Protection and Biodiversity Conservation Act 1999***

Item	Response
<p><i>In accordance with Section 134 (1A) of the EPBC Act, provide written evidence that Spinitu Pty Ltd authorised Cavi to undertake the approved action, including any correspondence between both parties where Spinitu advised Cavi of their obligations under the EPBC Approval 2017/8048.</i></p>	<p>In relation to the Department's request for written evidence Spinitu authorised Cavi in writing to undertake the approved action, Cavi responds as follows:</p> <ol style="list-style-type: none"> 1) Cavi has not been able to locate any written evidence of Spinitu authorising Cavi to undertake the approved action. 2) It was always the intention of Cavi and Spinitu that Cavi would be carrying out the approved action. This intention is clearly evidenced by the following: <ol style="list-style-type: none"> a) Cavi purchased lot 101 in deposited plan 1238120, being known as lot 101 Crest Road, Albion Park (study area/Land) from Spinitu subject to development consent DA0040-2016 granted by Shellharbour City Council on 3 May 2019 (Development Consent). Please refer to the attached front page and special conditions of the contract for the sale and purchase of the Land entered into by Spinitu as vendor and Cavi as purchaser dated 23 August 2019 (Land Sale Contract) (Appendix 2). In particular, we refer you to special condition 41. A copy of the Development Consent is also attached (Appendix 2). b) The Land Sale Contract was conditional on: <ol style="list-style-type: none"> i) The Department or the NSW Office of Environment & Heritage approving the number of biodiversity credits (Credits) required to satisfy the Development Consent; ii) Cavi entering into and completing a sale and purchase agreement for the purchase of the Credits; and iii) The purchase of the Credits by Cavi being completed and the Credits registered in Cavi's name. Please refer to special conditions 43 and 45 in the attached extract of the Land Sale Contract (Appendix 2). c) Spinitu located the seller of the Credits that were required as a condition of EPBC Approval 2017/8048 (Approval), negotiated the commercial terms for the purchase of the Credits from the Seller and introduced Cavi to the seller of the Credits. Please refer to the attached email from Spinitu's solicitor to Cavi's solicitor dated 23 May 2019 in this regard (Appendix 2). d) Cavi purchased the Credits from Edenvell Pty Ltd pursuant to a sale and purchase agreement entered into by Edenvell Pty Ltd as vendor and Cavi as purchaser dated 24 January 2020. Copies of the sale and purchase agreement (which was signed in counterparts) is attached (Appendix 2).

Item	Response
	<p>e) On completion of the purchase of the Credits, Cavi was registered as the holder of the Credits on the BioBanking Register maintained by the NSW Office of Environment & Heritage. A copy of the credit transfer report issued by NSW Office of Environment & Heritage (OEH) on registration of the transfer of the Credits, along with a credit search noting Cavi as the registered holder of the Credits, are attached (Appendix 2).</p> <p>f) Cavi was informed by Spinitu of the proposed conditions of the Approval, and the final conditions of the Approval once issued, as required by section 134(1A)(a) of the EPBC Act. In this regard:</p> <ul style="list-style-type: none"> i) The proposed Approval was provided to Cavi by Spinitu's co-selling agent for Cavi's information. ii) The variation to the proposed action was provided to Cavi's solicitor by Spinitu's solicitor for Cavi's information. iii) The final Approval was provided to Cavi's solicitor by Spinitu's solicitor for Cavi's information. <p>Please refer to the attached emails (Appendix 2) from:</p> <ul style="list-style-type: none"> • Spinitu's co-selling agent, One Agency, to Cavi dated 6 November 2019 regarding the proposed Approval. • Spinitu's solicitor to Cavi's solicitor dated 23 December 2019 regarding the variation to the proposed action. • Email from Spinitu's co-selling agent, One Agency, to Cavi dated 21 December 2019 regarding the final Approval. • Spinitu's solicitor to Cavi's solicitor dated 23 December 2019 regarding the final Approval. • Email from Spinitu's co-selling agent, One Agency, to Cavi dated 14 January 2020 regarding exchange and settlement. <p>3) In Cavi's view:</p> <ul style="list-style-type: none"> a) The sale of the Land by Spinitu to Cavi subject to the Development Consent; b) Spinitu assisting Cavi in locating a seller of the required Credits and assisting with the negotiation of the commercial terms for the purchase of the Credits by Cavi; and c) The purchase of the Land and the Credits by Cavi, clearly evidences it was the intention of Cavi and Spinitu that Cavi would be carrying out the development of the Land in accordance with the Development Consent. As the approved action was an essential component of the development of the Land, it is clear in Cavi's view that it was always the intention of both Cavi and Spinitu that Cavi would be carrying out the approved action in accordance with the Approval. <p>4) Cavi was of the understanding that the Approval ran with the Land and that Cavi would obtain the benefit of the Approval on completion of Cavi's purchase of the Land. Further, Cavi was not aware a formal transfer of the Approval from Spinitu to Cavi was required. Whilst Cavi is not able to speak for Spinitu, in Cavi's view it also appears Spinitu may have held a similar belief to Cavi as at no stage during the negotiations between the parties and the transactions</p>

Item	Response
	<p>entered into did the parties contemplate the need for a formal transfer of the Approval.</p> <p>5) In any event, and notwithstanding the above, there is no obligation in section 134(1A) of the EPBC Act for Spinitu's authorisation to have been in writing. Due to this, whilst Cavi has not been able to locate any written evidence of Spinitu authorising Cavi to undertake the approved action, it is clear from the above that:</p> <ul style="list-style-type: none"> a) It was always intended by the parties that Cavi would be carrying out the approved action. b) By the actions of the parties set out above, there was an implied authorisation by Spinitu for Cavi to carry out the approved action.
<p><i>The Environmental Audit Section has reviewed the scope of the referred action that was approved on 30 November 2017, including the variations that occurred on 4 December and 16 December 2019. Please provide information to the Department that the action currently being undertaken by Cavi is consistent with the action described under EPBC approval 2017/8048.</i></p>	<p>Refer to Table 2, which addresses the EPBC approval conditions and compliance.</p>

Table 2 EPBC approval conditions and compliance

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
Part A – Conditions specific to the action			
1	<i>The approval holder must not clear more than 2.81 hectares of Illawarra and south coast lowland forest and woodland (ILFW) within the referral boundary shown at Attachment 1 and Attachment 2.</i>	Compliant	<p>A site inspection was carried out by Biosis on 19 October 2020 to map cleared areas. See Appendix 1 Figure 1.</p> <p>2.67 hectares of ILFW has been cleared within the referral boundary.</p>
2	<i>The approval holder must not clear more than 0.07 hectares of ILFW within the drainage easement at Lot 3 DP 1214606 shown at Attachment 1 and Attachment 2.</i>	Non-compliant	<p>A site inspection was carried out by Biosis on 19 October 2020 to map cleared areas. See Appendix 1 Figure 1.</p> <p>0.11 hectares of ILFW has been cleared within the drainage easement at Lot 3 DP 1214606.</p> <p>The drainage easement required the removal of 5 metres either side of the upgrade stormwater line (10 metres total), as stated in the stormwater upgrade flora and fauna assessment</p>

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
			<p>(FFA) (Biosis 2016). The Development Application (DA) Conditions of Consent (DA0040-2016) included approval for an 8 metre clearance in line with condition 12 (Shellharbour City Council 2019) (Appendix 2). Design plans provided by Spinitu Pty Ltd, however, only included a 5 metre wide (total) easement. This resulted in a miscalculation of 0.07 hectares of ILFW to be cleared, which was consequently requested in the EPBC referral (Biosis 2019a, Biosis 2019b) and subsequently approved in the biodiversity conditions for EPBC 2017/8048 (DEE 2019).</p> <p>The clearance either side of the upgrade by Cavi is between 7 and 8 metres wide, compliant with the DA and FFA (Biosis 2016), but contrary to the miscalculated values in the biodiversity conditions (DEE 2019).</p> <p>The approved clearance of ILFW (DEE 2019) totals 2.88 hectares across the main site and drainage easement. The total cleared ILFW is 2.78 hectares, within the total allowable clearance.</p> <p>The Department is to be provided this report as notification of non-compliance under the initial request. The non-compliance has been rectified by the Project Manager of Cavi Pty Ltd, by commencing revegetation in line with the Vegetation Management Plan (VMP) developed pursuant to Condition 18 of the DA (DA0040-2016) (Southern Habitat 2020). Revegetation, restoration and maintenance of the vegetation will continue over the next three years, using species outlined in Table 4 of the VMP (Southern Habitat 2020).</p>
3	<i>The approval holder must not permanently modify more than 1.09 hectares of ILFW in the Asset Protection Zone (APZ) shown at Attachment 1 and Attachment 2.</i>	Compliant	<p>A site inspection was carried out by Biosis on 19 October 2020 to map cleared areas. See Appendix 1 Figure 1.</p> <p>None of the ILFW has been permanently modified in the Environmental Management – Inner and Outer APZ, to date.</p>

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
			Actions under the VMP (Biosis 2017) commenced 15 October 2020.
4	<i>To compensate for the clearance of 2.88 ha of ILFW and permanent modification of 1.09 ha of ILFW, the approval holder must, prior to the commencement of the action:</i>	Compliant	See Condition 4a.
4a	<i>Retire 52 like-for-like credits for ILFW under BioBanking; or</i>	Compliant	The required 52 BioBanking credits have been purchased and retired. Refer to Appendix 2.
4b	<i>Retire the equivalent of 52 like-for-like credits for ILFW under the Biodiversity Conservation Act 2016 (NSW), as converted by DPIE in a statement of assessment of reasonable equivalence of biodiversity credits. A copy of the statement of assessment of reasonable equivalence of biodiversity credits must be provided to the Department before the like-for-like credits are retired; or</i>	Compliant	N/A – See 4a.
4c	<i>Fund a Biodiversity Conservation Action for ILFW under the Biodiversity Conservation Act 2016 (NSW) in accordance with the Biodiversity Conservation Regulation 6.2(2)(c) (NSW), which has been approved by DPIE. The variation rules under the Biodiversity Conservation Regulation 2017 (section 6.4) NSW must not be applied. Offset obligations for ILFW under the EPBC Act must not be discharged through payment into the Biodiversity Conservation Fund (NSW) unless the Minister approves this in writing.</i>	Compliant	N/A – See 4a.
5	<i>Prior to the commencement of the action, the approval holder must provide the Department with evidence that like-for-like credits have been retired and what mechanism was used to retire the like-for-like credits.</i>	Compliant	The required like-for-like credits have been purchased and retired. Credits were secured through Biobanking. Refer to Appendix 2.
6	<i>If Condition 4 is unable to be met, the approval holder must, no later than 8 months prior to the commencement of the action, submit an Offset Management Plan for approval by the Minister. The Offset Management Plan must be prepared by a suitably qualified person in accordance with the EPBC Act Environmental Offsets Policy. The approval holder must not commence the action until the Offset Management Plan has been approved in writing by the Minister. The Offset Management Plan must include:</i>	Compliant	N/A – Condition 4 has been met.
6a	<i>A description and map (including shapefiles) to clearly define the location and boundaries of the offset area.</i>	Compliant	N/A – Condition 4 has been met.

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
6b	<i>A discussion of how the offset and the Offset Management Plan address the principles of the EPBC Act Environmental Offsets Policy.</i>	Compliant	N/A – Condition 4 has been met.
6c	<i>Details and a quantitative analysis of the baseline vegetation condition and habitat quality in the offset area prior to management.</i>	Compliant	N/A – Condition 4 has been met.
6d	<i>Comprehensive baseline data on weeds, feral animals and other threats to ILFW present in the offset area.</i>	Compliant	N/A – Condition 4 has been met.
6e	<i>A description of the management measures (including timing, frequency and duration) that will be implemented in the offset area to improve the quality of ILFW in the offset area; including:</i>	-	-
6ei	<i>Prevention of clearing and alternate land use.</i>	Compliant	N/A – Condition 4 has been met.
6eii	<i>Removal and exclusion of livestock.</i>	Compliant	N/A – Condition 4 has been met.
6eiii	<i>Weed and feral animal management.</i>	Compliant	N/A – Condition 4 has been met.
6f	<i>A discussion of how proposed management measures take into account any relevant Conservation Advice, Threat Abatement Plans and Recovery Plans.</i>	Compliant	N/A – Condition 4 has been met.
6g	<i>A description and analysis of the potential risks to the successful implementation of the offset area, and contingency measures that will be implemented to mitigate against these risks.</i>	Compliant	N/A – Condition 4 has been met.
6h	<i>Time-bound completion criteria and performance targets for evaluating the effectiveness of the implementation of the Offset Management Plan.</i>	Compliant	N/A – Condition 4 has been met.
6i	<i>Triggers for when corrective actions are required and timeframes for implementing corrective actions.</i>	Compliant	N/A – Condition 4 has been met.
6j	<i>A program to monitor, report on the review the effectiveness of the Offset Management Plan.</i>	Compliant	N/A – Condition 4 has been met.
7	<i>If the Minister approves the ILFW Offset Management Plan, the approved ILFW Offset Management Plan must be implemented prior to commencement of the action and for the duration of this approval.</i>	Compliant	N/A – Condition 4 has been met, which negates condition 6 and subsequently condition 7.
8	<i>Offsets must be implemented and managed for conservation purposes prior to commencement of the action and for at least the duration of this approval.</i>	Compliant	The required 52 BioBanking credits have been purchased and retired. Refer to Appendix 2.
9	<i>Prior to the commencement of the action, the approval holder must provide the Department with shapefiles of the final areas of ILFW to be cleared and thinned within the referral boundary and shapefiles of the offset areas if Condition 4 is implemented.</i>	Compliant	Biosis provided mapping in the form of shapefiles with the EPBC referral EPBC 2017/8048.

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
Part B – Standard administrative conditions			
10	<i>The approval holder must notify the Department in writing of the date of commencement of the action within 10 business days after the date of commencement of the action.</i>	Non-compliant	Action commenced 20 April 2020. No communication to the Department within 10 business days by Cavi, as identified by Biosis herein. The Department is to be provided this report as notification of non-compliance under the initial request. The Project Manager of Cavi was in communication with the Department following sale of the property on 20 July 2020. Recurrence will be avoided by incorporating notification requirement reminders into fortnightly duty schedule.
11	<i>The approval holder must maintain accurate and complete compliance records.</i>	Non-compliant	Some compliance records were made available, though not a complete record, as identified by Biosis herein. The Department is to be provided this report as notification of non-compliance under the initial request. A record will be kept from the date of this report onwards by the Project Manager of Cavi. Recurrence will be avoided by incorporating maintenance of compliance records into fortnightly duty schedule.
12	<i>If the Department makes a request in writing, the approval holder must provide electronic copies of compliance records to the Department within the timeframe specified in the request.</i>	Compliant	The current report is being prepared within the specified timeframe.
13	<i>The approval holder must:</i>	-	-
13a	<i>Submit plans electronically to the Department for approval by the Minister.</i>	Compliant	Biosis provided mapping in the form of shapefiles with the EPBC referral EPBC 2017/8048.
13b	<i>Publish each plan on the website within 20 business days of the date the plan is approved by the Minister, unless otherwise agreed to in writing by the Minister.</i>	Compliant	Cavi did not have a website so the EPBC referral EPBC 2017/8048 was published on Biosis' website.
13c	<i>Exclude or redact sensitive ecological data from plans published on the website or provided to a member of the public.</i>	Compliant	Compliant as sensitive ecological data was redacted from published documents.
13d	<i>Keep plans published on the website until the end date of this approval.</i>	Compliant	Cavi did not have a website so the EPBC referral EPBC 2017/8048 was published on Biosis' website.
14	<i>The approval holder must ensure that any monitoring data (including sensitive ecological data), surveys,</i>	Compliant	Monitoring data obtained by Biosis 19 October 2020. Further monitoring

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
	<i>maps, and other spatial and metadata required under Condition 4 of this approval, is prepared in accordance with the Department's Guidelines for biological survey and mapped data (2018) and submitted electronically to the Department in accordance with the requirements of the plans.</i>		following major milestones, as well as at 12 months (20 April 2021) and 24 months (20 April 2022), will be arranged by the Project Manager of Cavi, and will be conducted by an independent auditor. All monitoring data will be provided to the Department.
15	<i>The approval holder may apply to the Minister for a variation to the management plan approved by the Minister under Condition 6, or as subsequently revised in accordance with these conditions, by submitting an application in accordance with the requirements of section 143A of the EPBC Act. If the Minister approves the revised management plan (RMP) then, from the date specified, the approval holder must implement the RMP in place of the previous management plan.</i>	Compliant	N/A – Condition 4 has been met, negating the need to meet condition 6.
16	<i>The approval holder must prepare a compliance report for each 12 month period following the date of commencement of the action, or otherwise in accordance with an annual date that has been agreed to in writing by the Minister. The approval holder must:</i>	N/A	N/A – Action commenced 20 April 2020. Compliance report required in April 2021. Compliance report not prepared previously.
16a	<i>Publish each compliance report on the website within 60 business days following the relevant 12 month period.</i>	N/A	N/A – See 16.
16b	<i>Notify the Department by email that a compliance report has been published on the website and provide the weblink for the compliance report within five business days of the date of publication, and provide a link to the location of the published report.</i>	N/A	N/A – See 16.
16c	<i>Keep all compliance reports publicly available on the website until this approval expires.</i>	N/A	N/A – See 16.
16d	<i>Exclude or redact sensitive ecological data from compliance reports published on the website.</i>	N/A	N/A – See 16.
16e	<i>Where any sensitive ecological data has been excluded from the version published, submit the full compliance report to the Department within 5 business days of publication.</i>	N/A	N/A – See 16.
17	<i>The approval holder must notify the Department in writing of any: incident; non-compliance with the conditions; or non-compliance with the commitments made in plans. The notification must be given as soon as practicable, and no later than two business days after becoming aware of the incident or non-compliance. The notification must specify:</i>	Compliant	No communication to the Department regarding compliance on record previously. The Department is to be provided this report as notification of non-compliance under the initial request.

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
17a	<i>Any condition which is or may be in breach.</i>	Compliant	Biodiversity conditions outlined in EPBC 2017/8048 are addressed individually herein.
17b	<i>A short description of the incident and/or non-compliance.</i>	Compliant	Non-compliance matters are addressed in their relevant sections of this report.
17c	<i>The location (including co-ordinates), date, and time of the incident and/or non-compliance.</i>	Compliant	Non-compliance matters are administrative, referring to 101 Crest Road, Albion Park.
18	<i>The approval holder must provide to the Department the details of any incident or noncompliance with the conditions or commitments made in plans as soon as practicable and no later than 10 business days after becoming aware of the incident or non-compliance, specifying:</i>	Compliant	No communication to the Department regarding compliance on record previously. The Department is to be provided this report as notification of non-compliance under the initial request.
18a	<i>Any corrective action or investigation which the approval holder has already taken or intends to take in the immediate future.</i>	Compliant	Corrective actions are detailed in the relevant sections of this report.
18b	<i>The potential impacts of the incident or non-compliance.</i>	Compliant	Impacts (if relevant) are detailed in the relevant sections of this report.
18c	<i>The method and timing of any remedial action that will be undertaken by the approval holder.</i>	Compliant	Remedial actions are detailed in the relevant sections of this report.
19	<i>The approval holder must ensure that independent audits of compliance with the conditions are conducted as requested in writing by the Minister.</i>	Compliant	Audit of compliance conducted by Biosis and reported herein.
20	<i>For each independent audit, the approval holder must:</i>	-	-
20a	<i>Provide the name and qualifications of the independent auditor and the draft audit criteria to the Department.</i>	Compliant	<p>Compliance is reported herein. The name and qualifications of the independent auditors are listed in Appendix 3.</p> <p>Compliance audit criteria provided by the Department as biodiversity conditions in EPBC 2017/8048.</p>
20b	<i>Only commence the independent audit once the audit criteria have been approved in writing by the Department.</i>	Compliant	Compliance audit criteria referred to in letter to Cavi dated 9 September 2020 and biodiversity conditions of EPBC 2017/8048.
20c	<i>Submit an audit report to the Department within the timeframe specified in the approved audit criteria. The approval holder must publish the audit report on the website within 10 business days of receiving the Department's approval of the audit report and keep the audit report published on the website until the end date of this approval.</i>	Compliant	<p>Compliance report provided herein will be submitted to the Department on time.</p> <p>Publication on a website pending approval of the audit report by the Department.</p>

Condition number / reference	Condition	Is the project compliant with this condition?	Evidence / comments
21	<i>Within 30 days after the completion of the action, the approval holder must notify the Department in writing and provide completion data.</i>	Action Pending	N/A – Approval conditions refer to the development footprint, as well as APZ modification Critically Endangered Ecological Community (CEEC) (Appendix 1 Figure 1), located to the east of Crest Road. Work has not yet been completed in this area. Therefore, the overall action is not yet complete.

I trust that this report is of assistance to you however please contact me if you would like to discuss any elements of this report further.

Yours sincerely

Caragh Heenan
Project Zoologist

References

Biosis 2016. *Stormwater upgrades for Crest Road, Albion Park: Flora and fauna assessment*, Report for MMJ Real Estate on behalf of Spinitu Pty Ltd. Misdale, M. & Dunne, C.. Biosis Pty Ltd, Wollongong, NSW. Project no. 22607.

Biosis 2017. *Lot 101 DP 785139 Crest Road, Albion Park: Vegetation Management Plan*, Report prepared for Martin Morris and Jones on behalf of Spinitu Pty Ltd. Misdale, M. Biosis Pty Ltd, Wollongong, NSW. Project no. 18852.

Biosis 2019a. *Preliminary documentation: Residential development, Lot 101 DP 785139, Crest Road, Albion Park, NSW*, Report prepared for Spinitu Pty Ltd. Klein, B. Biosis Pty Ltd, Wollongong, NSW. Project no. 25345.

Biosis 2019b. *Referral of proposed action: Lot 101 DP 785139 Crest Road, Albion Park*, Report prepared on behalf of MMJ Real Estate on behalf of Spinitu Pty Ltd. Biosis Pty Ltd, Wollongong, NSW. Project no. 25345.

DEE 2019. Approval: Residential Subdivision, Crest Road, Albion Park, NSW (EPBC 2017/8048), Department of the Environment and Energy. Commonwealth of Australia.

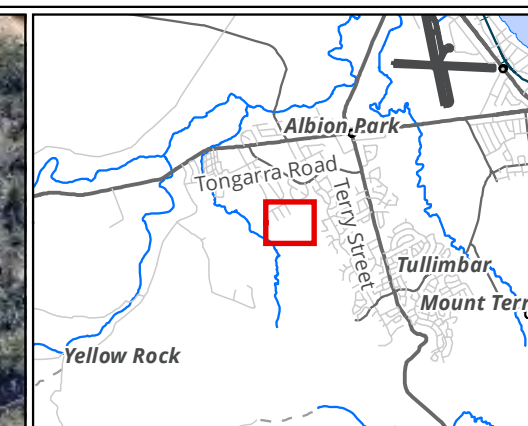
Shellharbour City Council 2019. Notice of Determination of Development Application: Lot 101 DP 785139, Crest Road, Albion Park (0040/2016), Shellharbour City Council.

Southern Habitat 2020. *Vegetation Management Plan for Lot 101 DP 785139, Crest Road, Albion Park, NSW*, Report prepared for CAVI Developments Pty Ltd. Gilbert, M., Windsor, J. Southern Habitat.

Tozer M, Turner K, Keith D, Tindall D, Pennay C, Simpson C, MacKenzie B, & Beukers P 2010. 'Native Vegetation of Southeast NSW: A Revised Classification and Map for the Coast and Eastern Tablelands', *Cunninghamia*, 11: 359–406.

Appendices

Appendix 1 Figure 1



Legend

- Study area
- Cleared area
- Referral boundary
- Development - Drainage easement

Zone

- Impact - APZ modification CEEC
- Impact - removal CEEC

Vegetation communities

- Illawarra Lowlands Grassy
- Woodlands EPBC Act (moderate condition class)
- Scattered trees

Figure 1 Vegetation cleared within the study area

0 10 20 30 40 50
Metres

Scale: 1:2,000 @ A3
Coordinate System: GDA 1994 MGA Zone 56



Matter: 33946,
Date: 23 October 2020,
Checked by: CH, Drawn by: LH, Last edited by: lharley
Location: P:\33900s\33946\Mapping\33946_F1_VegCleared.mxd

Appendix 2 Supporting documents

Supporting documents referred to in Table 1 and Table 2 are attached and include:

- Front page and special conditions of the contract for the sale and purchase of the Land entered into by Spinitu as vendor and Cavi as purchaser dated 23 August 2019 (Land Sale Contract).
- DA00402016 Determination Consent Lot 101 Crest Road.
- Email from Spinitu's solicitor to Cavi's solicitor dated 23 May 2019.
- Copies of the sale and purchase agreement (which was signed in counterparts).
- Credit transfer report issued by NSW Office of Environment & Heritage (OEH) on registration of the transfer of the Credits.
- A credit search noting Cavi as the registered holder of the Credits.
- Credit retirement report.
- Email from Spinitu's co-selling agent, One Agency, to Cavi dated 6 November 2019 regarding the proposed Approval, including attachments:
 - Proposed decision brief attachment B – Notice.
 - Proposed decision brief attachment D1 – Letter to proponent.
- Email from Spinitu's solicitor to Cavi's solicitor dated 23 December 2019 regarding the variation to the proposed action, including attachments:
 - Variation 2 decision – Notice.
 - Variation 2 – Letter to proponent.
- Email from Spinitu's co-selling agent, One Agency, to Cavi dated 21 December 2019 regarding the final Approval, including attachments:
 - Final approval letter to proponent (signed).
 - Final approval decision notice (signed).
- Email from Spinitu's solicitor to Cavi's solicitor dated 23 December 2019 regarding the final Approval.
- Email from Spinitu's co-selling agent, One Agency, to Cavi dated 14 January 2020 regarding exchange and settlement, including attachment:
 - Letter from Watkins Tapsell Solicitors to Spinitu regarding the sale of Lot 101 Crest Road, Albion Park

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Front page and special conditions of the contract for the sale and purchase of the Land entered into by Spinitu as vendor and Cavi as purchaser dated 23 August 2019 (Land Sale Contract)

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

DA00402016 Determination Consent Lot 101 Crest Road

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Email from Spinitu's solicitor to Cavi's solicitor dated 23 May 2019

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Copies of the sale and purchase agreement (signed in counterpart)

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Credit transfer report issued by NSW Office of Environment & Heritage (OEH) on registration of the transfer of the Credits

Credit transfer report

Effective date: 25-February-2020

Transaction number: 202002-TF-515

Sellers' details:

Seller ID: 280

Name of seller: Edenvell Pty Ltd

Other owner(s):
No other owners

Buyers' details:

Buyer ID: 685

Name of buyer: Cavi Developments & Parnters Pty Limited

Ecosystem credit(s) transferred									
Number of credits	Credit profile ID	Agreement ID	Vegetation code	Vegetation type	CMA subregion	% surrounding vegetation	Patch size	Vegetation formation(see key)	Price per credit
52	2,304	221	SR545	SR545/Forest Red Gum - Thin-leaved Stringybark grassy woodland on coastal lowlands, southern Sydney Basin Bioregion	Illawarra	>70%	>100 ha	GRW	\$12,000.00
Total sale price (excluding GST)									\$624,000.00

Key to vegetation formations

Code	Vegetation formation
ALP	Alpine complex
ASA	Arid shrublands (Acacia)
ASC	Arid shrublands (Chenopod)
DSG	Dry sclerophyll forests (shrub/grass)
DSS	Dry sclerophyll forests (shrubby)
FRW	Forested wetlands
FWW	Freshwater wetlands
GLD	Grasslands
GRW	Grassy woodlands
HLD	Heathlands
MES	Miscellaneous ecosystems
RFT	Rainforests
SAW	Saline wetlands
SWG	Semi-arid woodlands (grassy)
SWS	Semi-arid woodlands (shrubby)
WSG	Wet sclerophyll forests (grassy)
WSS	Wet sclerophyll forests (shrubby)

The credit register provides further information about credit holdings and reports about credit trading activity. To view this information, please visit the public register website at www.environment.nsw.gov.au/bimspr/index.htm

For more information, please contact the BioBanking Scheme Manager - phone (02) 9995 6753; email biobanking@environment.nsw.gov.au

A credit search noting Cavi as the registered holder of the Credits

Search results for credit owner ID

Credit register ID - 685

matched 1 records

Credit owner(s): Cavi Developments & Partners Pty Limited

Ecosystem credits

Agreement ID	Credit ID	Vegetation Code	CMA subregion	Surrounding vegetation	Patch size	Vegetation formation	Credit Status	Available Credits
221	2,304	SR545	Illawarra	>70%	>100 ha	GRW	Issued	52

Credit retirement report

Credit retirement report

Effective date: 30-April-2020

Transaction number: 202004-RT-530

Credit owners' details

Credit owner ID: 685

Name of credit holder: Cavi Developments & Partners Pty Limited

Other owner(s):
No other owners

Reason for retirement: meet conditions of a Commonwealth approval

Ecosystem credit(s) retired								
Number of credits	Credit profile ID	Agreement ID	Vegetation code	Vegetation type	CMA subregion	% surrounding vegetation	Patch size	Vegetation formation(see key)
52	2,304	221	SR545	SR545/Forest Red Gum - Thin-leaved Stringybark grassy woodland on coastal lowlands, southern Sydney Basin Bioregion	Illawarra	>70%	>100 ha	GRW

Key to vegetation formations

Code	Vegetation formation
ALP	Alpine complex
ASA	Arid shrublands (Acacia)
ASC	Arid shrublands (Chenopod)
DSG	Dry sclerophyll forests (shrub/grass)
DSS	Dry sclerophyll forests (shrubby)
FRW	Forested wetlands
FWW	Freshwater wetlands
GLD	Grasslands
GRW	Grassy woodlands
HLD	Heathlands
MES	Miscellaneous ecosystems
RFT	Rainforests
SAW	Saline wetlands
SWG	Semi-arid woodlands (grassy)
SWS	Semi-arid woodlands (shrubby)
WSG	Wet sclerophyll forests (grassy)
WSS	Wet sclerophyll forests (shrubby)

The credit register provides further information about credit holdings and reports about credit trading activity. To view this information, please visit the public register website at www.environment.nsw.gov.au/bimspr/index.htm

For more information, please contact the BioBanking Scheme Manager - phone (02) 9995 6753; email biobanking@environment.nsw.gov.au

Email from Spinitu's co-selling agent, One Agency, to Cavi dated 6 November 2019 regarding the proposed Approval

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Email from Spinitu's solicitor to Cavi's solicitor dated 23 December 2019 regarding the variation to the proposed action

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Email from Spinitu's co-selling agent, One Agency, to Cavi dated 21 December 2019 regarding the final Approval.

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Email from Spinitu's solicitor to Cavi's solicitor dated 23 December 2019 regarding the final Approval

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Email from Spinitu's co-selling agent, One Agency, to Cavi dated 14 January 2020 regarding exchange and settlement

Select supporting documents have been redacted from this published version. Please contact Biosis or Cavi if you are seeking access to relevant appendices.

Appendix 3 Curriculum Vitae

Caragh Heenan

Position

Project Zoologist

The project zoologist is a developing technical expert at an early stage of their consulting career, performing both project and administrative duties. The project zoologist plays an active role in small to medium-sized projects. Duties include project management, field work, client liaison and administrative work.

Qualifications

PhD(Sc), BSc(Hons), DipAppSc(AnTech)

Professional experience

Dr Caragh Heenan has an education culminating in a PhD in the Comparative Animal Physiology laboratory at the University of Adelaide, where her research looked at the structural and thermal properties of avian cup-shaped nests. Caragh has been working in the Natural Resource Management space since 2014, working largely on community engagement and education. Her work has involved engaging with a diverse range of visitors to Uluru-Kata Tjuta National Park in the Northern Territory, to landholders in Alice Springs while coordinating the Land for Wildlife program throughout central Australia, and most recently, working with members of the public regarding threatened species in the Northern Rivers NSW. Caragh has gained knowledge and field experience while working in heathlands and Chenopod shrublands within South Australia and mallee woodlands of semi-arid Central Australia.

Caragh brings a strong project management and research background to the Biosis team. Technical skills include general and targeted fauna surveys, vegetation surveys, technical mapping in GIS, and preparation of management plans. Caragh supports the Newcastle ecology team as Project Zoologist. Caragh's field experience, technical writing skills, and attention to detail make her a valuable asset to the ecology team.

Key project experience

Project Officer

Coastal Emus and Koalas in the Clarence, Clarence Valley Council, Grafton. Environmental Trust project working to engage community members via a citizen science initiative to record koala and coastal emu sightings; development of educational materials; hosting educational workshops

Project Officer	Clarence Valley Council, Grafton. Development of a flying-fox management plan for the LGA, including collation of historical information, mapping of camps and development of actions; liaison with the flying-fox working group and coordination of funds to support South Grafton residents during a temporary flying-fox camp splintering event.
Coordinator	Engaging private landholders in natural resource management through specialised ecological reports and mapping, informal surveys, educational materials and hosting educational workshops for Land for Wildlife
Operations Ranger	Community education and compliance under the EPBC Act within Uluru-Kata Tjuta National Park; general fauna surveys and targeted Mala (Rufous-hair Wallaby) surveys.

Other qualifications and training

Chemical Accreditation AQF-3 (AHCCM303, AHCCHM304)

Provide First Aid - HLTAID003

General Construction Induction Card (White Card)

4X4 Operation/Recovery (FPICOT3259, FPICOT3260)

Cert III in Tourism Guiding (SIT10207)

Use Hygienic Practices for Food Safety (SITXFSA101)

Working with Children Check (WWCC)

Publications

Heenan, C.B., Goodman, B.A. & White, C.R. (2015) The influence of climate on avian nest construction across large geographical gradients. *Global Ecology and Biogeography*. 24 (11), 1203-1211. doi: 10.1111/geb.12378 [journal cover image by Heenan, C.B.]

Heenan, C.B. (2013) An overview of the factors influencing the morphology and thermal properties of avian nests. *Avian Biology Research*. 6 (2), 104-118. doi: 10.3184/003685013X13614670646299

Heenan C.B. (2013) The structural and thermal properties of avian cup-shaped nests. PhD thesis, The University of Adelaide.

Heenan, C.B. & Seymour, R.S. (2012) The effect of wind on the rate of heat loss from avian cup-shaped nests. *PLoS1*. 7 (2), e32252. doi: 10.1371/journal.pone.0032252

Heenan, C.B. & Seymour, R.S. (2011) Structural support, not insulation, is the primary driver for avian cup-shaped nest design. *Proceedings of the Royal Society B – Biological Sciences*. 278 (1720), 2924-2929. doi: 10.1098/rspb.2010.2798 [journal cover image by Heenan, C.B.]

Conference presentations:

National Landcare Conference (Brisbane QLD), Award finalist presentation, Representing Land for Wildlife Central Australia, 2018

Territory Natural Resource Management Conference and Awards (Darwin NT), Representing Land for Wildlife Central Australia, 2016

Rangeland Biology and Ecology Seminars (Alice Springs NT), Invited speaker, 2016

Nest Construction and Function (Lincoln UK), Invited speaker, 2012

South Australian Ornithological Association (Adelaide SA), Invited speaker, 2012

The Australian and New Zealand Society for Comparative Physiology and Biochemistry (Perth WA, 2007; Sydney NSW, 2008; Geelong VIC, 2009; Canberra ACT, 2010; Hobart TAS, 2011)

The 25th International Ornithological Conference (Campos do Jordão SP Brazil), Poster, 2010

Bird Society of South Australia (Adelaide SA), Invited speaker, 2007

Position

Principal Ecologist and
NSW Ecology Team Leader

Qualifications

BLandscMgt&Cons

NSW BioBanking Assessor No. 0095

NSW BAM Assessor BAAS17067



Professional experience

Rebecca has over 13 years' on-ground experience in ecology. She has been involved in a large number of ecological studies of varying scales throughout Australia. Rebecca has highly developed skills in research, project management, teamwork and effective communication, and these skills are complemented by her field skills with flora and fauna survey on a variety of small and large scale projects.

Rebecca is also an Accredited Biodiversity Assessment Method (BAM) Assessor, and Biobanking Assessor in NSW. She has delivered a number of Biodiversity Assessment Reports (BDAR), Biodiversity Stewardship Assessments (BSA) and feasibility studies for both private and government sectors.

Technical skills include including botany identification, flora and fauna habitat assessments, floristic composition and identification of Plant Community Types, targeted threatened species surveys and monitoring, environmental impact assessment, BAM, BioCertification and preparation of management plans.

Rebecca provides an innovative approach to project methodology to deliver high quality advice and pragmatic solutions. Rebecca is a skilled decision maker, adept at using a wide range of information to provide the best advice and solutions for the client in a timely and cost-effective manner.

Key project experience

Project Manager/ Senior Ecologist Rebecca managed the technical mapping and analysis components of the Western Sydney Strategic Assessment process. Rebecca oversaw the project team in undertaking large scale mapping and habitat assessments. Rebecca also assisted in writing the Integrated Assessment Framework for the project that addresses the requirements of both relevant State and Commonwealth legislation. The project involved detailed mapping over 100,000 hectares of native vegetation, species modelling for threatened flora and fauna species, and TEC mapping across the Cumberland Plain IBRA sub-region. Our mapping method used the key principles of the Biodiversity Assessment Method (2017) while maximising the use of existing data and using modern data

collection techniques to minimise the need for field investigation, consistent with landscape scale assessment approaches. Rebecca ensured the project ran smoothly and delivered the project outputs within the Department of Planning Industry and Environment (DPIE) required timeframes.

Accredited BAM Assessor

Rebecca managed and undertook a Biodiversity Stewardship Site assessment of two lots at Beach Road, Berry NSW. Biosis applied the BAM and provided a Biodiversity Stewardship Site Assessment Report and completed a Biodiversity Stewardship Agreement application. This project included collection of data in accordance with the BAM which involved field assessment of vegetation communities including Freshwater Wetlands and Swamp Oak Floodplain Forest TECS, and threatened species habitat, as well as targeted fauna survey for Green and Golden Bell Frog and Southern Brown Bandicoot, and nocturnal fauna.

Principal Ecologist

Rebecca provided detailed advice and prepared a Flora and Fauna Assessment Addendum and Vegetation Management Plan, to address Shoalhaven City Councils, Statement of Facts and Contentions on behalf of A&G Holdings for the proposed residential sub-division at Koonawatha Ave Albion Park Rail. Rebecca guided A&G Holdings through the response to submissions and provided solutions to support the Court Case at the Land and Environment Court, which resulted in all ecological contentions being resolved and retracted by Council.

Project Director/Senior Ecologist

Rebecca provided technical advice and guidance for the Hunter Region Scoping study on behalf of DPIE. The project involved detailed mapping of native vegetation, species modelling for threatened flora and fauna species, and TEC mapping across the Hunter sub-region. The detailed mapping was collated to provide DPIE with a constraints model of the study area as high moderate and low, to inform the Hunter Strategic Assessment and Biocertification project.

Project Manager / BAM Assessor

Rebecca prepared a BDAR for a proposed residential housing development in Keiraville, NSW. The site consisted of 3.45 hectares of native vegetation, supporting one Endangered Ecological Community (EEC), Illawarra Subtropical Rainforest. Anabats were also deployed on site, one threatened fauna species was recorded on site, Greater Broad-nosed Bat *Scoteanax rueppellii*. The site borders the Illawarra Escarpment Conservation Area, managed by National Parks. Development design was subject to an array of constraints due the sensitivity of the surrounding land. Rebecca worked closely with the client to formulate a design to meet their needs as well as National Parks and Councils requirements.

Other project experience

Project Director	Berkeley Holistic Centre, NSW BDAR. For TCG Planning
BAM Assessor	Dunmore Quarry BDAR and EPBC Referral for RW Corkery
Principal Ecologist	Swamp Road Dunmore, Court Case – Land and Environment Court.
BAM Assessor	Kieraville BDAR for MAM Partnership Pty, Ltd.
Principal Ecologist	Greater Parramatta and Olympic Peninsula BDAR for KBR on behalf of Sydney Water.
Project Director/ Ecologist	Hunter Scoping Study to inform the Lower Hunter Strategic BioCertification Assessment for the Department of Planning Industry and Environment (DPIE).
Project Manager/ Ecologist	Western Sydney Transport corridors Biodiversity Assessment Method credit calculations. For Transport NSW.
Project Director	Central Coast Management Plans for nine Reserves. For Central Coast Council.
BAM Assessor	Raymond Terrace BDAR for Land Link Property.
Project Director	Port Kembla Golf Club Ecological Assessment. For TCW Consulting.
Project Director	Western Sydney Airport Project Ecologist and Management Plans. For LendLease.
Project Director/Ecologist	Crest Road Albion Park Project Ecologist. For RPS on behalf of Villaworld.
Project Manager/Ecologist	Kembla Grange Biodiversity Assessment Peer Review. For NBRS Architecture.
Project Director/Ecologist	Glenfield Stage 3 Biodiversity Offset Advice. For Mirvac.
Project Manager/Ecologist	Redgum Ridge BioCertification, BioBank Site and EPBC Referral. For Edenvell Pty Ltd.
Project Director/Ecologist	Cawdor Planning Proposal / Gateway Assessment, Country Garden
Project Manager/Ecologist	Flora and fauna assessment and Commonwealth Referral; for a proposed three lot subdivision in Castlereagh NSW, for Paul Lemm Planning Consultants.
Project Manager/Ecologist	Kanahooka Biodiversity Assessment Report and BioBank Site establishment. For Illawarra Retirement Trust.
Project Manager/Ecologist	Parramatta Stadium Biodiversity Assessment Report and Commonwealth Referral for Grey Headed Flying Fox. For AECOM.

Project Director/Ecologist	Wilton West Ecological Feasibility Study. For Country Garden
Project Manager/Ecologist	Mount Gilead Biobanking Assessment. For Lend Lease.
Project Manager/Ecologist	Macarthur Water Filtration Plant, Ecological Assessment. For Sydney Water.
Project Manager/Ecologist	Illawarra Cokeworks Coalcliff, Flora and Fauna Assessment. For Illawarra Coke Company.
Ecologist	Yallah culvert works Flora and Fauna Assessment. For Sydney Trains.
Ecologist	Sydney Trains Review of Environmental Factors and Maintenance Plans, for Illawarra and South Western Sydney. For Sydney Trains.
Project Manager / Ecologist	RMS Growth Centres Offset Strategy. For Road and Maritime Services.
Project Manager / Ecologist	Prospect Reservoir Sewage Treatment Plant Flora and Fauna Assessment. For Sydney Water.
Project Manager / Ecologist	Sydney Olympic Park Green and Golden Bell Frog surveys and aquatic fauna relocation. For Icon Co.
Field Ecologist	Bingara Gorge Country Club, Ecological Assessment. For Lend Lease.
Project Manager / Ecologist	Vegetation management advice for the Illawarra Cokeworks at Coalcliff and Corrimal. For Illawarra Coke Company.
Field Ecologist	M5 West Widening Habitat Change Assessment. For Lend Lease.
Project Manager / Ecologist	Western Sydney Parklands: Biobanking Assessment. For Western Sydney Parklands.
Project Manager / Ecologist	Homebush Ecove Green and Golden Bell Frog Biodiversity Offset Strategy. For Urbis Planning.
Project Manager / Ecologist	Parramatta Park: Strategic Advice on Flora and Fauna Conservation and Management. For NSW Government Architects Office.
Field Ecologist	Ebor to Wollomombi Flora and Fauna Assessment. For Country Energy.

Other qualifications and training

Senior First Aid

Rail Industry Safety Induction Card

Advanced 4WD driving and vehicle recovery

Occupational Health and Safety General Induction for Construction Work in NSW, Work Cover

Position

Principal Ecologist and
Operations Manager NSW

Qualifications

BAppSc EnvMgt

Certified Environmental Practitioner (Ecology)

NSW Biodiversity Assessment Method Assessor BAAS18134

NSW Department of Planning and Environment,
Independent Auditor – Rehabilitation/Ecology



Professional experience

Jane has over sixteen years' ecological experience on various rail, road, mining and power projects in metropolitan and western Sydney and regional NSW. Her ecological knowledge has been endorsed by the industry as a Certified Environmental Practitioner (Ecology), an Independent Auditor for Rehabilitation and Ecology and an Accredited BAM Assessor.

Jane currently manages NSW operations and various large projects across NSW, specialising in NSW and Commonwealth biodiversity legislation and the associated assessment requirements for a range of clients. Technical skills include application of the Biodiversity Assessment Method, rehabilitation and ecological audits, strategic assessment, Biodiversity Stewardship Site Assessment Reports, Biodiversity Development Assessment Reports, Biodiversity Certification Assessment Report, Biodiversity Offset Packages and Strategies, biophysical and condition based botanical assessments, plot and transect floristic data capture, Species Impact Statements, EPBC Act referrals, ecological constraints identification, botanical identification, weed identification, vegetation community association and field mapping, rehabilitation auditing, targeted threatened species searches and assessments of significance/significant impact criteria assessments, habitat suitability assessments as well as management and recovery planning.

Jane has also participated in scientific advisory panels and consulted with communities, stakeholders, students, councillors and colleagues for ecologically robust project outcomes. Biosis clients benefit from Jane's technical expertise, project management and innovative approach to ecological projects.

Key project experience

Rehabilitation/Ecology Auditor

NSW Department of Planning mine rehabilitation consent auditing for BHP Billiton Bulli Seam Operations, Illawarra Escarpment, NSW for URS Pty Ltd.

Rehabilitation/Ecology Auditor

NSW Department of Planning mine rehabilitation consent auditing for Pine Dale Coal Mine, Enhance Place Pty Ltd for URS Pty Ltd.

Rehabilitation/Ecology Auditor	Independent environmental audit as the URS technical lead for ecology, rehabilitation and land management for Charbon Colliery (Centennial Coal), Mangoola Coal (Xstrata), Westside Colliery (Xstrata) and Baal Bone Colliery (Xstrata).
Rehabilitation Auditor (URS)	Independent environmental audit as the URS technical lead for ecology, rehabilitation and land management for Mangoola Coal (Xstrata).
Rehabilitation Auditor (URS)	Independent environmental audit as the URS technical lead for ecology, rehabilitation and land management for Westside Colliery (Xstrata).
Rehabilitation Auditor (URS)	Independent environmental audit as the URS technical lead for ecology, rehabilitation and land management for Baal Bone Colliery (Xstrata).
Operations Manager	Jane provides quality assurance, delivering advice on the project business case and project design. Jane's role is imperative for efficient project management throughout the Western Sydney and Hunter Valley Strategic Assessments.
Natural Heritage Lead	Biosis was engaged by NSW Department of Finance (Finance) to conduct the necessary field surveys and prepare a Heritage Assessment Report to assess significance and constraints associated with a site on City Road, Merewether NSW, a Commonwealth owned parcel of land near Newcastle, NSW. Jane lead the natural heritage investigation and reporting.
Project Manager	Biodiversity Offsets, management plan preparation and Project Ecologist services for the State Significant Infrastructure, NorthConnex project for Lend Lease Bouygues Joint Venture on behalf of Roads and Maritime, Sydney, NSW.
Project Manager	Biodiversity offset advice, vegetation assessment, management plan preparation and Project Ecologist services for the State Significant Infrastructure, Northern Beaches Hospital Road Connectivity and Network Enhancement Project for Ferrovial York Joint Venture on behalf of Roads and Maritime, Sydney, NSW.
Project Manager / Botanist	Technical coordination of Environmental Factsheets and GIS information to support the Liverpool Military area for the Department of Defence, Southern Sydney.
Project Manager / Botanist	Project direction and seasonal comprehensive ecological surveys of the Liverpool Military Area for the Department of Defence, 2010 – 2012, Southern Sydney.
Project Manager	Biosis Pty Ltd was engaged by the Commonwealth Department of Defence (Defence) to conduct an ecological and heritage constraints assessment as part of the Project: 985-184 - Holsworthy Explosive Hazards Training Area (EHTA), Holsworthy, NSW, within Defence lands.

Project Manager

Biosis Pty Ltd was engaged by Serco Sodexo Defence Services to complete an impact assessment and provide advice regarding the Endangered Population of *Marsdenia viridiflora* R. Br. subsp. *viridiflora* within the Defence Estate Orchard Hills.

Project Director

Biosis are advising and guiding Salini Impregilo with ecological works associated with the Metro North West, Surface Viaduct Contract. Works include; State Government liaison, Preparation of the Construction Flora and Fauna Management Plan, Nest Box Management Plan, Ecological Monitoring Plan and undertaking Pre-Clearance surveys for threatened biota and habitat resources.

Quality assurance

Jane is currently assisting with project mentoring and quality assurance regarding flora survey effort and reporting for the Coffs Harbour Bypass Biodiversity and Heritage Impact Assessment being undertaken for Arup on behalf of NSW Roads and Maritime Service.

Project Manager / Botanist

Flora and fauna assessment to inform the Environmental Impact Statement for the Grafton Bridge Duplication for Arup on behalf of Roads and Maritime Services. Works spanned 5 years, including constraints assessments/optioneer reporting, preliminary reporting and impact statement works such as; targeted flora and fauna surveys, offset advice, and impact assessment reporting.

Other qualifications and training

Bush Regeneration Certificate II
Eucalypt Identification (Van Klapake)
Transport for NSW Subject Matter Expert - Ecology
Australian Defence Security Clearance
Floristic identification across NSW
Vegetation community association across NSW
Wildlife identification and handling
Remote Area and Senior First Aid
Handling of reptiles and birds
Rail Industry Safety Induction Card
Advanced 4WD driving and vehicle recovery
Certificate of training "Principals and Practices of Trekking and Guiding in Australia and Overseas"
Occupational Health and Safety General Induction for Construction Work in NSW, Work Cover

Professional affiliations and memberships

Certified Environmental Practitioner (CEnvP)
Environment Institute of Australia and New Zealand (EIANZ)
Ecological Consultants Association of New South Wales (ECANSW) – Councillor